Workplace Education Series

Confident Investing in Any Market

Fidelity INVESTMENTS

Common retirement investing questions

Today's agenda:

- How do I build a smart investment mix?
- Do I have the right investments?
- What factors impact portfolio performance?
- Are there ways to help reduce taxes?
- When should I make a change?
- How do I stay on track?

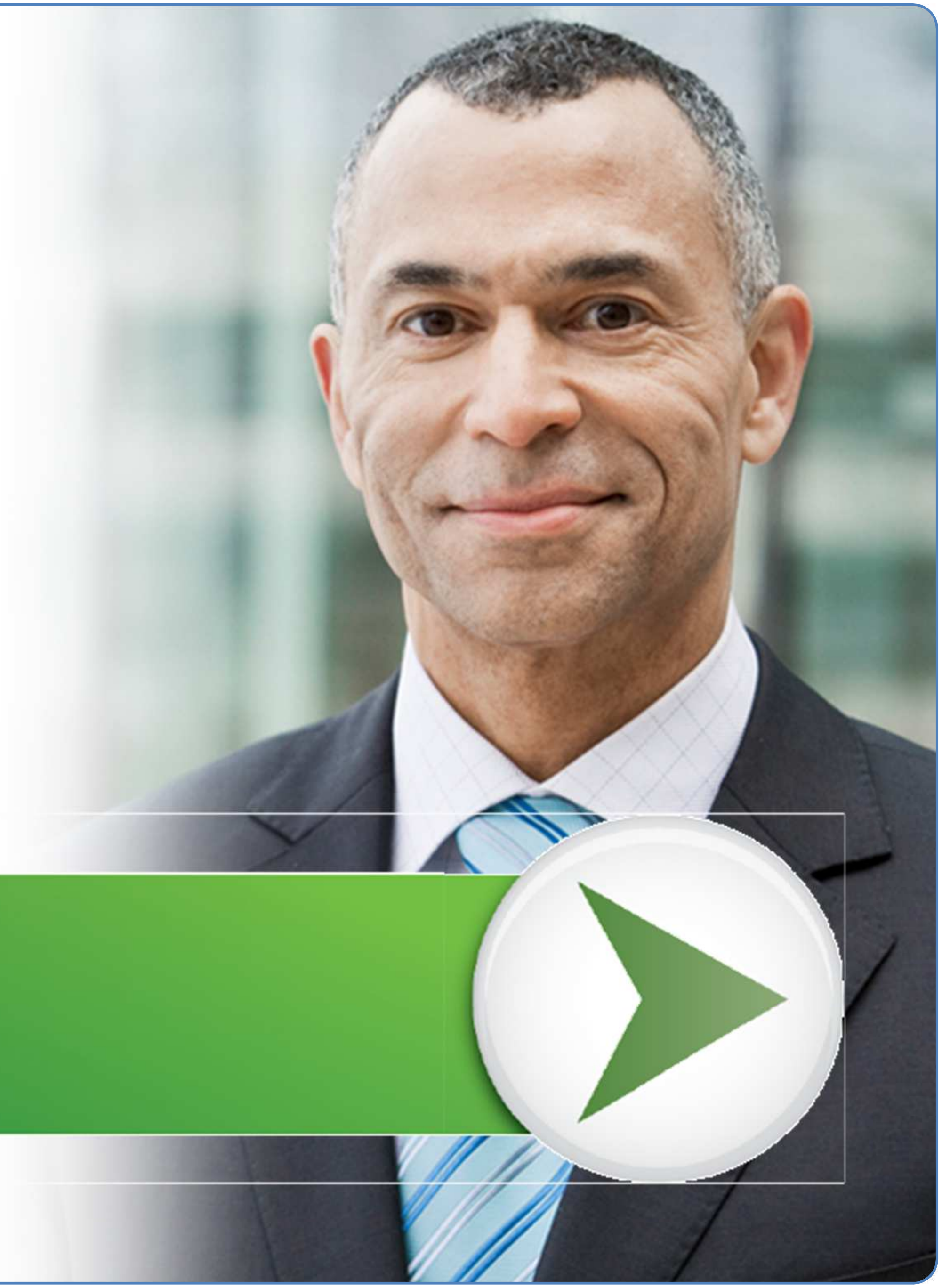
Determine your investment approach

Let’s explore:

– Factors that can impact your strategy

– Considerations for building your investment portfolio

– How to find the right mix



Asset allocation + diversification = a smart investment mix

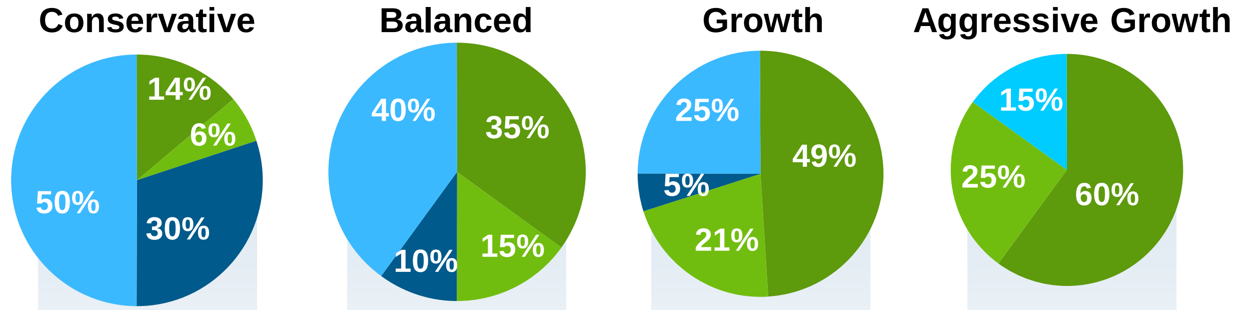
Combining them skillfully can help you

- Reduce portfolio risk and volatility
- Match your investment strategy to your time horizon, financial situation, and risk tolerance
- Tap into market opportunities
- Avoid the pitfalls of market timing

A Tool to Help: Complete the **Investor Profile Questionnaire**.

Neither diversification nor asset allocation ensures a profit or guarantees against loss.

What's Your Pie?



Annual Return %	Conservative	Balanced	Growth	Aggressive Growth
Average	5.99%	7.93%	8.89%	9.55%
Best 12-month	31.06%	76.57%	109.55%	136.07%
Worst 12-month	-17.67%	-40.64%	-52.92%	-60.78%
Best 5-year	17.65%	23.48%	27.36%	31.91%
Worst 5-year	-0.37%	-6.18%	-10.43%	-13.78%

Domestic Stock   Foreign Stock   Bond   Short-term Investments

Data Source: Ibbotson Associates, 2016 (1926–2015). Past performance is no guarantee of future results. Returns include the reinvestment of dividends and other earnings. This chart is for illustrative purposes only and does not represent actual or implied performance of any investment option. Stocks are represented by the Standard & Poor's 500 Index (S&P 500®). The S&P 500® Index is a market capitalization–weighted index of 500 common stocks chosen for market size, liquidity, and industry group representation to represent U.S. equity performance. Bonds are represented by the U.S. Intermediate Government Bond Index, which is an unmanaged index that includes the reinvestment of interest income. Short-term instruments are represented by U.S. Treasury bills, which are backed by the full faith and credit of the U.S. government. It is not possible to invest directly in an index. Stock prices are more volatile than those of other securities. Government bonds and corporate bonds have more moderate short-term price fluctuation than stocks but provide lower potential long-term returns. U.S. Treasury bills maintain a stable value (if held to maturity), but returns are generally only slightly above the inflation rate. Foreign Stocks are represented by the Morgan Stanley Capital International Europe, Australasia, Far East Index for the period from 1970 to the last calendar year. Foreign Stocks prior to 1970 are represented by the S&P 500®.

The purpose of the target asset mixes is to show how target asset mixes may be created with different risk and return characteristics to help meet a participant's goals. You should choose your own investments based on your particular objectives and situation. Remember that you may change how your account is invested. Be sure to review your decisions periodically to make sure they are still consistent with your goals. You should also consider any investments you may have outside the plan when making your investment choices. These target asset mixes were developed by Strategic Advisers, Inc., a registered investment adviser and Fidelity Investments company, based on the needs of a typical retirement plan participant. 457643.13.0

Hands-on or hands-off?

– Do you want to make your own investment decisions?
– Are you comfortable building your own portfolio?
– Do you have the time to actively manage your investments?

Hands-off ⟷ **Hands-on**

Managed account	Lifecycle funds*	Let us guide you	Do-it-yourself
Investment decisions and management of your portfolio are made by professionals on your behalf to help pursue your goals.	Provide an automatic investment mix that becomes continually more conservative as time goes on. Just pick the fund with the year that's closest to the year you plan to retire.	Use our investment guidance tool, available on the NetBenefits *Planning* tab.	Access Fidelity's research resources, and utilize our fund selection tools to build your own portfolio.

*Lifecycle funds are designed for investors expecting to retire around the year indicated in each fund's name. The investment risk of each lifecycle fund changes over time as its asset allocation changes. Lifecycle funds are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

Neither diversification nor asset allocation ensures a profit or guarantees against loss.

Managed account services

- Delegate the management of your account to professional investment managers
- Professionals watch the changes in the market and in the funds in your account
- Rebalances to bring your mix back to an appropriate risk level for your situation

Fidelity® Portfolio Advisory Service at Work

Disciplined Model Portfolio Construction

Exhaustive Research Process

Ongoing Investment Management

- Active research, analysis, and management
- Comprehensive investment communications
- Knowledgeable investment team making sure your workplace savings account stays aligned with your goals

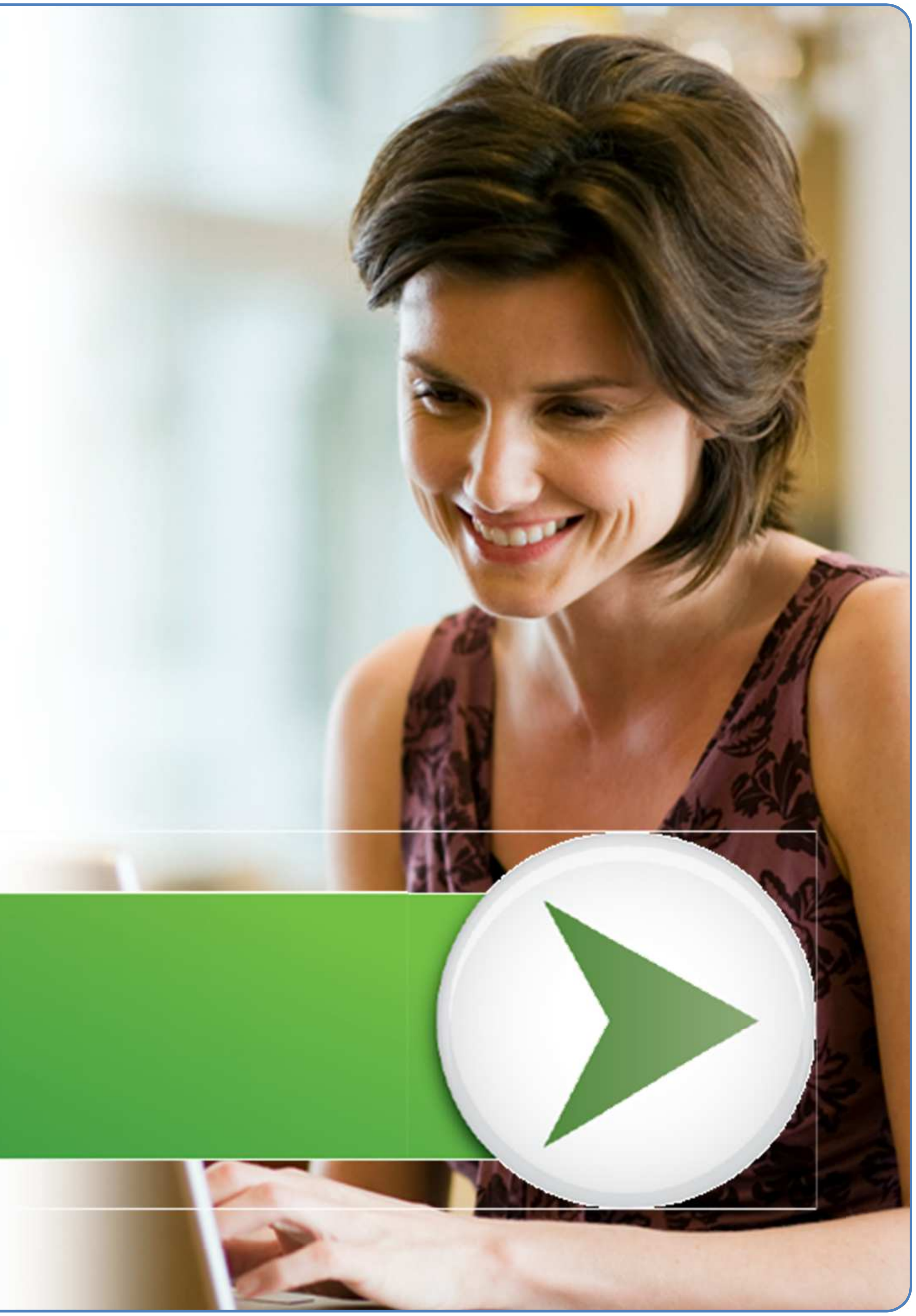
Fidelity Portfolio Advisory Service at Work is a service of Strategic Advisers, Inc., a registered investment adviser and a Fidelity Investments company. **This service provides discretionary money management for a fee**.

In return for ongoing management of your workplace savings, an annual net advisory fee will be paid from your account.

Choose the right investments

Let's explore:

– How to evaluate fund performance
– The annual disclosure notice



Some important guidelines for your investment option review

- Know each fund's total return
- Review a common measure of investment performance
- Compare performance with an appropriate benchmark

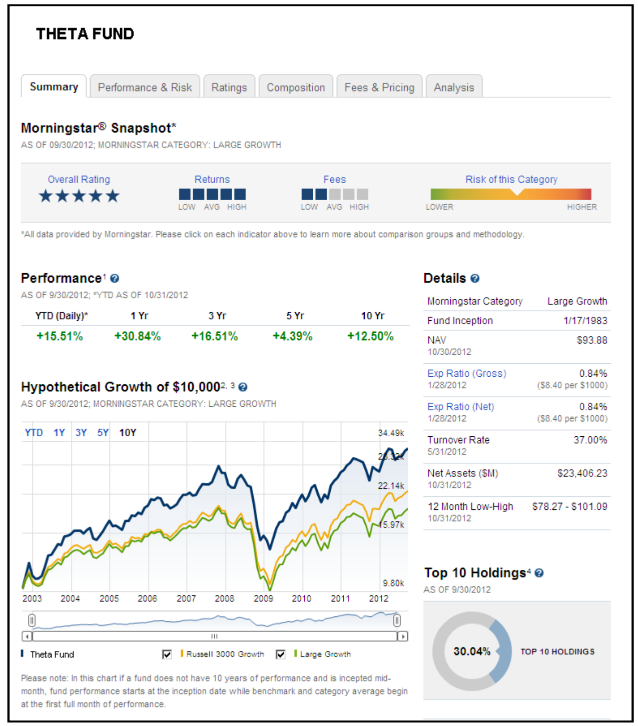
And, always put performance in perspective

Tools to Help: To review the investments in your plan, visit **Fidelity NetBenefits**. Select your account and then **Investment Performance & Research**. You can also use the **Investment Option Evaluator** to quickly evaluate funds you own or are considering.

The Snapshot provides essential fund information

Measures include:

– Hypothetical $10,000 investment
– Average annual total return
– YTD total return
– 52-week high/low
– Overall Morningstar rating

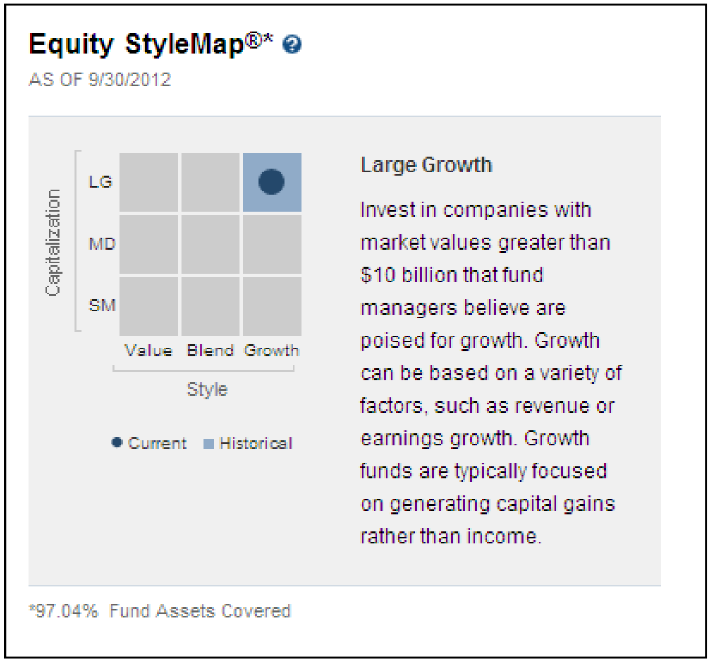


For illustrative purposes only.

A StyleMap® indicates market capitalization and investment style

The position of the most recent publicly released fund holdings is denoted on the StyleMap with a dot

– StyleMaps are not reported for bond funds or short-term investments



StyleMap® depictions of characteristics are produced by Fidelity using data from Morningstar, Inc. StyleMaps estimate characteristics of a fund's equity holdings over two dimensions: market capitalization and valuation. The percentage of fund assets represented by these holdings is indicated beside each StyleMap. Current StyleMap characteristics are denoted with a dot and are updated periodically. Historical StyleMap characteristics are calculated for the shorter of either the past three years or the life of the fund, and are represented by the shading of the box(es) previously occupied by the dot. StyleMap characteristics represent an approximate profile of the fund's equity holdings (e.g., domestic stocks, foreign stocks, and American Depositary Receipts), are based on historical data, and are not predictive of the fund's future investments. Although the data are gathered from reliable sources, accuracy and completeness cannot be guaranteed.

For illustrative purposes only.

Expenses and fees can affect actual returns

Most fees associated with your workplace savings plan fall into three categories

– Asset-based fees
– Plan administration fees
– Transaction-based fees

Expenses & Fees

Exp Ratio (Gross) 1/28/2012	0.84% ($8.40 per $1000)
Exp Ratio (Net) 1/28/2012	0.84% ($8.40 per $1000)
Distribution and/or service fee(12b-1) Fees	0.00%
Management Fee	0.71%

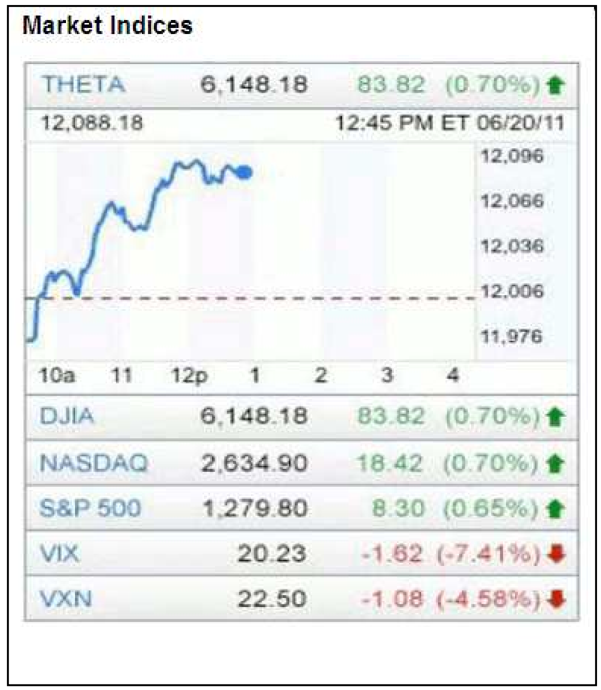
You can receive a prospectus from Fidelity by mail

See prospectus for more information on Fees, Expenses & Loads.

Keep in mind the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings, but is only one of many factors to consider when you decide to invest in an option. Visit the Department of Labor's website for an example of the long-term effect of fees and expenses.

Benchmarks show how a fund is performing relative to a group of similar investments

View real time quotes and daily changes for major market indices online via NetBenefits



For illustrative purposes only.

Rankings and ratings show you how funds rank against their peers

Lipper and Morningstar can help take the guesswork out of having to compare different funds

Summary | Performance & Risk | **Ratings** | Composition | Fees & Pricing | Analysis

Morningstar Ratings

AS OF 09/30/2012; MORNINGSTAR CATEGORY: LARGE GROWTH

Overall	★★★★★	Out of **1,514** funds
3 Yr	★★★★★	Out of **1,514** funds
5 Yr	★★★★	Out of **1,311** funds
10 Yr	★★★★★	Out of **867** funds

An overall rating for a fund is derived from a weighted average of the performance figures associated with its 3-, 5- and 10-year (if applicable) Morningstar Metrics as of the date stated. The number of funds in the Large Growth category tracked by Morningstar was 1514 for the 3 year period and Overall Ranking; 1311 for the 5 year period; and 867 for the 10 year period. Please click on the question mark above for additional Morningstar information.

Past performance is no guarantee of future results.

Lipper Ranking

AS OF 9/30/2012; LIPPER CATEGORY: MULTI-CAP GROWTH

1 Yr	**#409** out of 2,823 funds
5 Yr	**#76** out of 1,960 funds
10 Yr	**#16** out of 1,073 funds

The fund is ranked based on total return. Each fund is ranked within a universe of funds with similar investment objectives. Rankings include the reinvestment of dividends and capital gains but exclude the effect of a fund's sales load, if applicable. Lipper Inc. is a nationally recognized organization that ranks the performance of mutual funds.

Past performance is no guarantee of future results.

For each fund with at least a three-year history, Morningstar calculates a Morningstar Rating (based on a Morningstar Risk-Adjusted Return measure that accounts for variation in a fund's monthly performance, including the effects of sales charges, loads and redemption fees), placing more emphasis on downward variations and rewarding consistent performance. The top 10% of funds in each category receive 5 stars, the next 22.5% receive 4 stars, the next 35% receive 3 stars, the next 22.5% receive 2 stars and the bottom 10% receive 1 star. Each share class is counted as a fraction of one fund within this scale and rated separately, which may cause slight variations in the distribution percentages. The Overall Morningstar Rating™ for a fund is derived from a weighted average of the performance figures associated with its three-, five- and ten-year (if applicable) Morningstar Ratings metrics, calculated as of the release date indicated. Past performance is no guarantee of future results. Morningstar Rating is for the indicated share class only; other classes may have different performance characteristics. Lipper Inc. is a nationally recognized organization that reports on mutual fund total return performance and calculates fund rankings. Each fund is ranked within a universe of funds similar in portfolio characteristics and capitalization. Rankings include the reinvestment of dividends and capital gains but exclude the effect of the fund's sales load, if applicable. Lipper Inc. is a nationally recognized organization that ranks the performance of mutual funds.

This slide is not intended to represent the rankings of any actual fund.
For illustrative purposes only.

Performance illustrates cumulative and average annual returns

Quarter-End Average Annual Total Returns[1, 3]

AS OF 9/30/2012; *FUND INCEPTION 1/17/1983

EXPENSE RATIO (GROSS): 0.84% AS OF 1/28/2012

	1 Yr	3 Yr	5 Yr	10 Yr	Life of Fund*
ABC Fund	30.84%	16.51%	4.39%	12.50%	12.79%
Large Growth	26.84%	11.91%	1.10%	7.74%	--

Cumulative Total Returns[1]

AS OF 9/30/2012; *YTD (DAILY) AS OF 10/31/2012

	YTD (Daily)*	YTD (Monthly)	1 Month	3 Months	6 Months
ABC Fund	15.51%	21.45%	2.15%	7.30%	0.23%
Russell 3000 Growth	--	16.59%	2.04%	6.01%	1.75%
Large Growth	--	15.96%	2.30%	6.14%	0.16%

Quarter-end returns are also highlighted and include the effect of any applicable recurring and nonrecurring fees (including short-term trading fees or redemption fees).
For illustrative purposes only.

Volatility measures show a fund's risk relative to the larger market

Key measures include:

- Beta
- R-squared
- Sharpe Ratio
- Standard deviation

Volatility Measures

Beta **1.10**	AS OF 9/30/2012 A measure of a portfolio's sensitivity to market movements (as represented by a benchmark index). The benchmark index, such as the S&P 500 or EAFE index, has a beta of 1.0. A beta of more (less) than 1.0 indicates that a fund's historical returns have fluctuated more (less) than the benchmark index. Beta is a more reliable measure of volatility when used in combination with a high R^2 which indicates a high correlation between the movements in a fund's returns and movements in a benchmark index.
R^2 **0.96**	AS OF 9/30/2012 A measurement of how closely the portfolio's performance correlates with the performance of a benchmark index, such as the S&P 500. R^2 is a proportion which ranges between 0.00 and 1.00. An R^2 of 1.00 indicates perfect correlation to the benchmark index, that is, all of the portfolio's fluctuations are explained by performance fluctuations of the index, while an R^2 of 0.00 indicates no correlation. Therefore, the lower the R^2, the more the fund's performance is affected by factors other than the market as measured by that benchmark index. An R^2 value of less than 0.5 indicates that the Annualized Alpha and Beta are not reliable performance statistics.
Sharpe Ratio **0.92**	AS OF 9/30/2012 The Sharpe ratio is a measure of historical adjusted performance calculated by dividing the fund's excess returns (fund's average monthly returns minus the average monthly return of the Salomon Smith Barney 3-Month T-Bill Index) by the standard deviation of those returns. The higher the ratio, the better the fund's return per unit of risk.
Standard Deviation **18.54**	AS OF 10/31/2012 Statistical measure of how much a return varies over an extended period of time. The more variable the returns, the larger the standard deviation. Investors may examine historical standard deviation in conjunction with historical returns to decide whether an investment's volatility would have been acceptable given the returns it would have produced. A higher standard deviation indicates a wider dispersion of past returns and thus greater historical volatility. Standard deviation does not indicate how an investment actually performed, but it does indicate the volatility of its returns over time. Standard deviation is annualized. The returns used for this calculation are not load-adjusted.

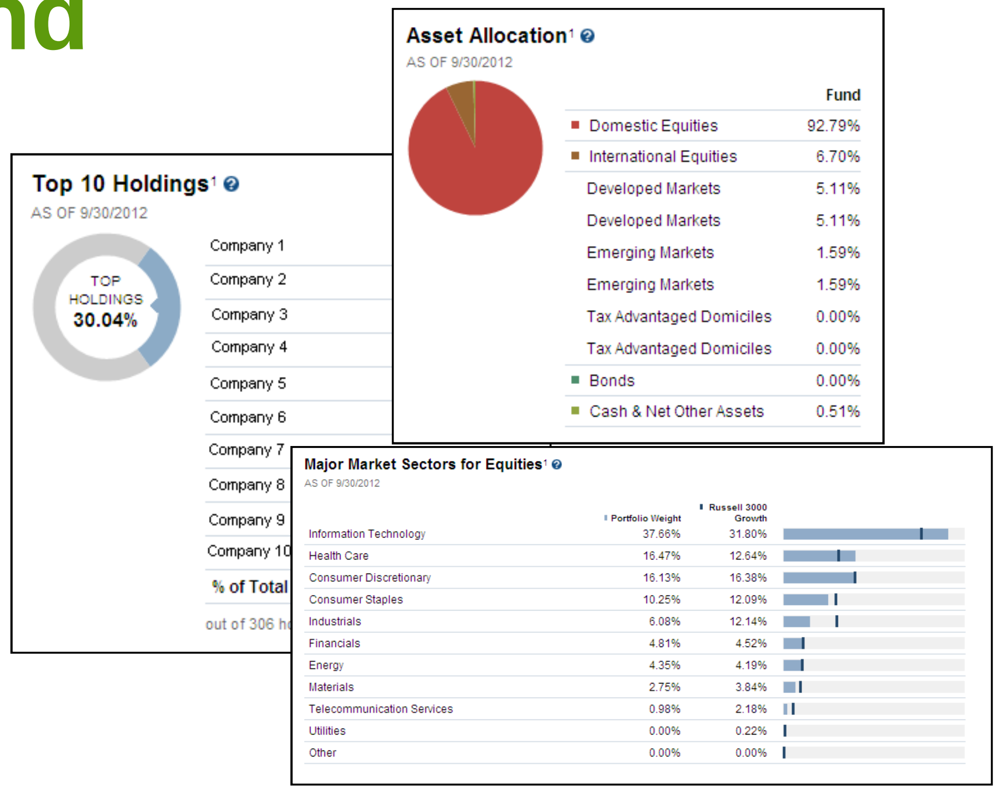
Volatility measures are based on the variability of historical returns of the portfolio. In the case of annuity funds, this is before the effect of annuity charges. Relative Volatility, Beta, and R2 compare a portfolio's total return to those of a relevant market, represented by the benchmark index. Standard Deviation is calculated independent of an index.

For illustrative purposes only.

Holdings indicate what's inside the fund

Key measures include:

- Top 10 holdings
- Major market sectors
- Asset allocation



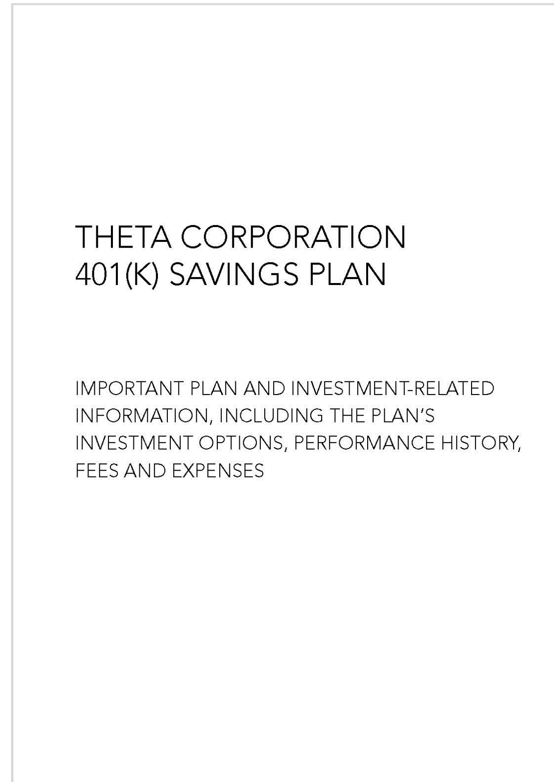
A Tool to Help: To review the investments in your plan, visit **Fidelity NetBenefits**. Select your account and then **Investment Performance & Research**.

For illustrative purposes only.

Participant Disclosure Notice

The disclosure notice contains important plan- and investment-related information to help you better understand certain Plan features. The main components are:

- A general description of key investment concepts
- Attributes of your Plan, including:
  - your right to direct your investments
  - any restrictions imposed by your Plan on investment transactions
  - any fees your Plan may charge
- Information about the investment options available through your Plan



THETA CORPORATION
401(K) SAVINGS PLAN

IMPORTANT PLAN AND INVESTMENT-RELATED INFORMATION, INCLUDING THE PLAN'S INVESTMENT OPTIONS, PERFORMANCE HISTORY, FEES AND EXPENSES

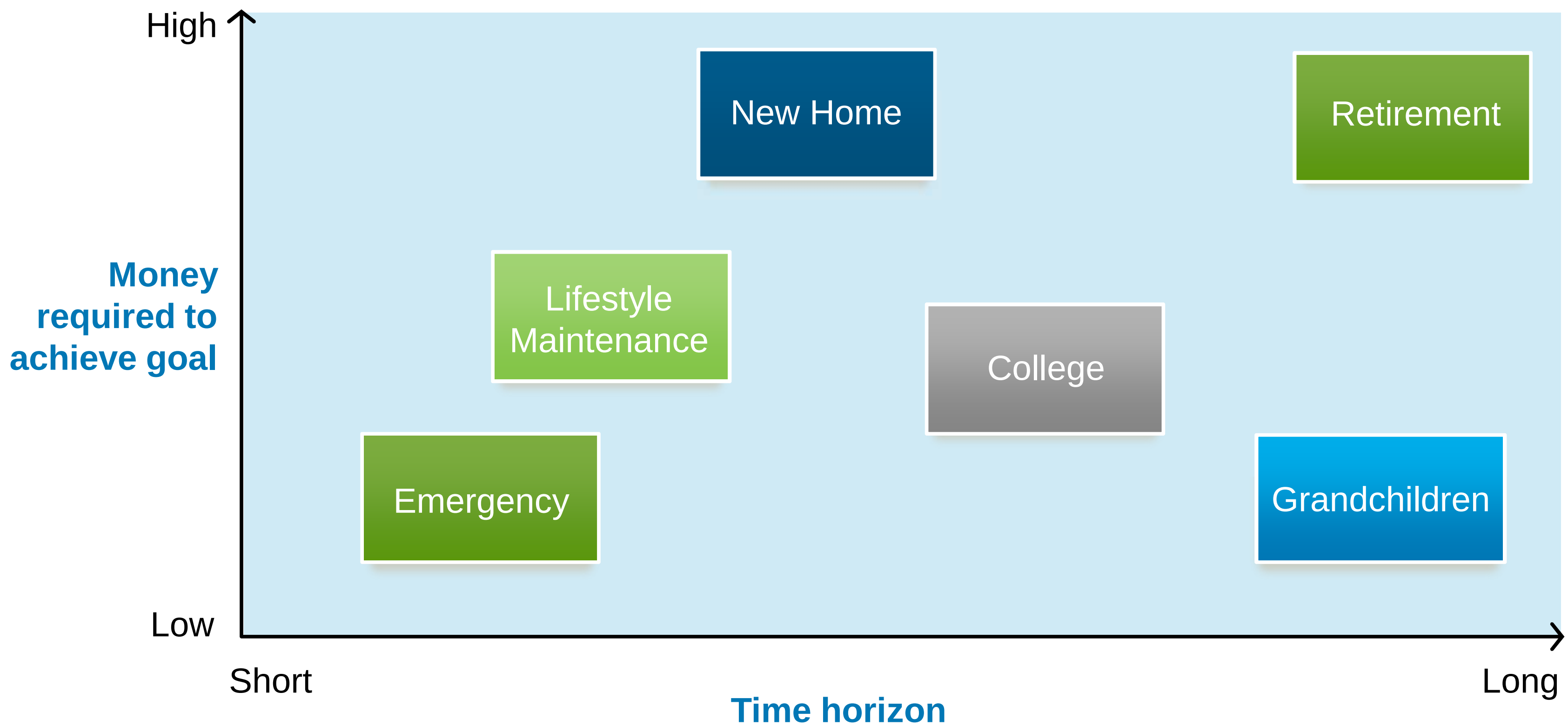
Identify strategies to help you plan for taxes

Let's explore:

– Three key principles of tax-smart investing

– Examples of tax-smart strategies in action

But, let's assume you're in a position to do more



The goal of each – it's not what you earn, it's what you keep

Comparing three saving strategies

Tax Deferral **Pay later**	Tax Acceleration **Pay now**	Tax Diversification **Some of each**
If you expect your future tax rate to be lower	**If you expect your future tax rate to be higher**	**If you're unsure and want to maintain flexibility**
The Idea**:** **Reduce current income by making pre-tax contributions—any earnings are taxed as income when withdrawn**	The Idea: **Contributions are made with after-tax dollars—but any earnings grow tax-free in the account**	The Idea: **Provide flexibility during withdrawal—and possibly the ability to manage tax costs**
Implications: – **Money potentially grows and compounds on a tax-deferred basis** – **Taxes due on pre-tax amounts withdrawn***	Implications: – **Earnings are not taxable when withdrawn if certain requirements are met***	Implications: – **You get choices on where to take withdrawals**

*Contributions made with after-tax dollars are includable in current income. Withdrawals before age 59½ from tax-deferred and tax-accelerated vehicles may be subject to a 10% early withdrawal penalty. Be sure you understand the tax consequences of any withdrawal or distribution before you institute one.

Sam and Sally

Married, both age 45

- Plan to retire at 67
- Current gross annual income of $175k
- Federal Tax Bracket: 28%
- Had saved $16k last year in Sally's 401(k) at former employer and $4.5k in a taxable brokerage account earmarked for retirement.
- Currently have $550K in retirement savings:
  - $350K pre-tax in a 401(k) at Sally's former employer
  - $200K in a taxable brokerage account

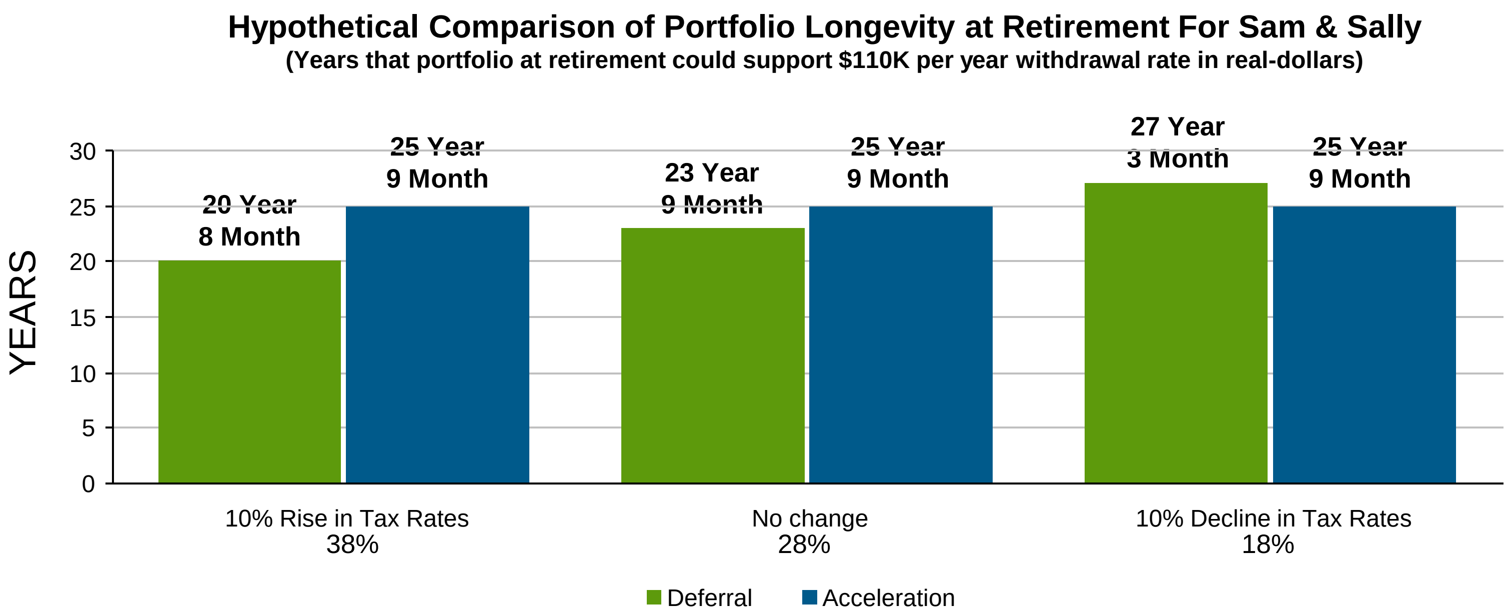
Goal: To understand the potential economic benefits of changing to a tax acceleration strategy now that a Roth 401(k) is available at Sally's new job.

What implementing a strategy may mean to Sam and Sally

Tax Deferral **Pay later**	Tax Acceleration **Pay now**
If you expect your future tax rate to be lower	**If you expect your future tax rate to be higher**
Under this Scenario, Sam & Sally were assumed to do the following: – Save $16k pre-tax per year in Sally's new employer's 401(k)/403(b) – Save $4.5k per year after-tax in a taxable brokerage account* – Rollover Sally's $350k 401(k)/403(b) at old employer to an IRA – Invest the $200k in their taxable brokerage earmarked for retirement	**Under this Scenario, Sam & Sally were assumed to do the following:** – Save $16k per year after-tax in Sally's employer's Roth 401(k)/403(b) until retirement – Convert $350k in pre-tax assets from Sally's old 401(k)/403(b) to a Roth IRA spending $98k from taxable accounts for the taxes on the conversion** – Invest the $102k remaining in a taxable brokerage earmarked for retirement – Make no additional savings in taxable account

*In a more pure tax-deferral strategy, $4.5K would be invested in tax-deferred account and they would have accumulated more in a tax-deferred account and less in the taxable account.
**Based on a flat 28% tax rate. Using the current rate structure, this amount would push part of their income into the 39.6% tax bracket.

Hypothetical impact of tax acceleration vs. deferral strategies



Key Takeaway: Under these assumptions, tax acceleration provided a better result except when tax rates declined by 10%.

Assumptions for Strategies: (1) current age is 45, (2) 7% pre-tax annual rate of return for all accounts, (3) 6% after-tax annual return for all taxable accounts with no taxes on withdrawals, (4) annual withdrawals of $110,000 after taxes and inflation beginning at retirement (age 67), (5) withdrawals come first from taxable accounts until depleted, then from tax-deferred accounts (if any) until depleted, then from Roth accounts, (6) marginal tax rate of 28%, (7) annual inflation rate of 2.5% before retirement and 4% thereafter, (8) no other sources of income in retirement, and (9) 18% and 38% tax rate change scenarios do not change tax rates on taxable accounts. Chart also based on assumptions of individual strategies noted on previous two slides. Expense or fees and state/local taxes not taken into account; otherwise results would be lower. Systematic investments do not ensure a profit or guarantee against a loss. Individual results will vary. This hypothetical does not reflect the performance of any security.

Selecting an appropriate "vehicle" (or type of account)

Taxable

Accounts where income and recognized gains are taxed in the year they occur

Examples

- Savings account at a local bank
- Taxable brokerage account
- Any other account that generates an IRS Form 1099

Tax-Deferred

Accounts that can grow tax deferred, but pretax amounts and earnings are taxed when withdrawn*

Examples

- Traditional IRA
- Workplace Savings (401k, 403b)
- Small Business Retirement Plans (SEP, Keogh, SIMPLE IRA)
- Fixed and Variable Deferred Annuities

Tax-Exempt

Accounts that can both grow federal tax free and are free of taxes at time of withdrawal*

Examples

- Roth IRA
- Roth 401k/403b
- Health Savings Account (HSA)**
- College Savings (529 Plan)

*After-tax contributions are not taxed when withdrawn. Distributions before age 59½ from both tax-deferred and tax-exempt saving vehicles may be subject to a 10% early withdrawal penalty.**Contributions to HSAs can be made with both pre-tax and after tax dollars. The after-tax contribution can grow federal tax free.

Annual contribution limits for 2016[1]

Taxable

Bank account
– No limits

Brokerage account
– No limit

Tax-Deferred

Traditional IRA[2]
– $5,500/yr or $6,500/yr if 50+

Roth Conversion

Workplace Savings (401(k)/403(b))
– $18,000/yr per employee, $24,000/yr if 50+; All contribution types together: lesser of $53,000 or 100% of compensation

Fixed and Variable Deferred Annuities
– No limit

Small Business Retirement Plans
– **SEP:** lesser of 25% of compensation or $53,000/yr
– **Simple IRA:** $12,500/yr or $15,500/yr if 50+

Tax-Exempt

Roth IRA[2]
– $5,500/yr or $6,500/yr if 50+

Roth 401(k)/403(b)
– $18,000/yr per employee, $24,000/yr if 50+; All contribution types together: lesser of $53,000 or 100% of compensation

Health Savings Account (HSA)
– $3,350/yr Individual
– $6,750/ yr Family

College Savings (529 Plan)[4]
– $14,000/yr per beneficiary

1. Maximum contribution limits may be reduced by compensation, eligibility, plan-level and/or other restrictions.
2. These are the combined total annual limits for both Traditional and/or Roth IRAs. The maximum contribution is reduced by any amount contributed to a Traditional and/or a Roth IRA in the same year.
3. These are the combined total annual limits for both regular (pre-tax) and Roth contributions. To make Roth contributions, your plan must permit them.
4. Contributions to 529 plans are considered gifts to the beneficiary for tax purposes. Gifts in excess of the annual gift-tax exclusion ($14,000 for 2016) can be made, but unless they meet the 5-year accelerated transfer rules, they may be subject to gift taxes or use of your lifetime gift-tax exemption.

Converting to a Roth IRA: factors to consider

Does a Roth IRA Conversion Make Sense for You?

A conversion may make sense if you…

- Want more flexibility managing when and how you make retirement withdrawals
- Expect the income tax rate during your withdrawal period to be higher than it is currently
- Don't plan on taking withdrawals from the converted assets for at least 5 years
- Have eligible retirement assets consisting entirely or mostly of nondeductible (or post-tax) contributions
- Expect lower than usual income in the year of conversion

Be careful of converting if you…

- Plan to leave eligible account balances to a tax-exempt charity as part of your estate
- Anticipate filing for federal financial aid in the near future
- Are aware of other potentially significant tax events
- Plan to include any net unrealized appreciation (NUA) of employer stock from a workplace plan in your conversion

Additional important considerations

- How much should I convert?
- How should I plan to pay taxes on the converted funds?
- What if my situation changes after I convert?

*Estate taxes are still applicable

Different returns may be better positioned in different vehicles

Typical Federal Tax Treatment in Different Types of Accounts

Type of Account	No taxes or exclusion from certain taxes	Taxed as long-term capital gains (up to 23.8%*)	Taxed as ordinary income (up to 39.6%**)
Taxable	– Tax-exempt income	– Gains on securities held more than 1-year	
Tax-Exempt **Tax-Deferred**		– Long-term capital gain fund distributions – Qualified dividend income	– Gains on securities held 1-year or less – Short-term capital gain fund distributions – Nonqualified dividend income – Interest income – Corporate bond or bond fund income

* Top 2015 federal long-term capital gain rate, 18.8% for incomes between $250,000-$464,850 (single)/$200,000-$413,200(joint), 15% or 0% for those with incomes in the applicable ranges. Excludes state and local taxes..

** 2015 federal ordinary income tax rate ranges between 15% and 39.6%. Excludes state and local taxes and Medicare surtax.

A tax-smart investing recap

	Tax Deferral **Pay Later**	Tax Acceleration **Pay Now**	Tax Diversification **Some of Each**
	Consider if you expect your future tax rate to be lower	**Consider if you expect your tax rate to be higher**	**Consider if you want to maintain flexibility around future tax rules**
Strategy	**Defer as much of your tax bill as possible to the point where tax rates are lower, typically in retirement**	**Pay taxes on income today, but still benefit from tax-free growth on contributions**	**Provides flexibility—pay some today and some later**
Vehicle Samples	– Traditional IRA or regular 401(k) – Fixed or Variable Deferred Annuities	– Roth IRA – Roth 401(k) – Roth Conversion	– A mix of taxable, tax-deferred, and tax-accelerated investments
Investments to Consider*	– Investments that generate ordinary income – Investments that generate long-term capital gains	– Almost all investment types are relevant except those that already receive preferential tax treatment such as municipal bonds or bond funds	– Since all account types may be used, all investments may be relevant

*Consider the pro's and con's of these potential investments as they relate to your personal situation.

Don’t let emotions rule your investing

Let’s explore:
– Market volatility indicators
– The importance of keeping the long-term trend in mind

It can trigger emotional investment actions

Constantly changing laws and regulations

Market influencers
- Geopolitical events
- Corporate rumors and news

Economic indicators
- Gross Domestic Product
- Job growth
- Consumer confidence
- Retail sales
- Consumer Price Index

For illustrative purposes only.

Remember, volatility is normal

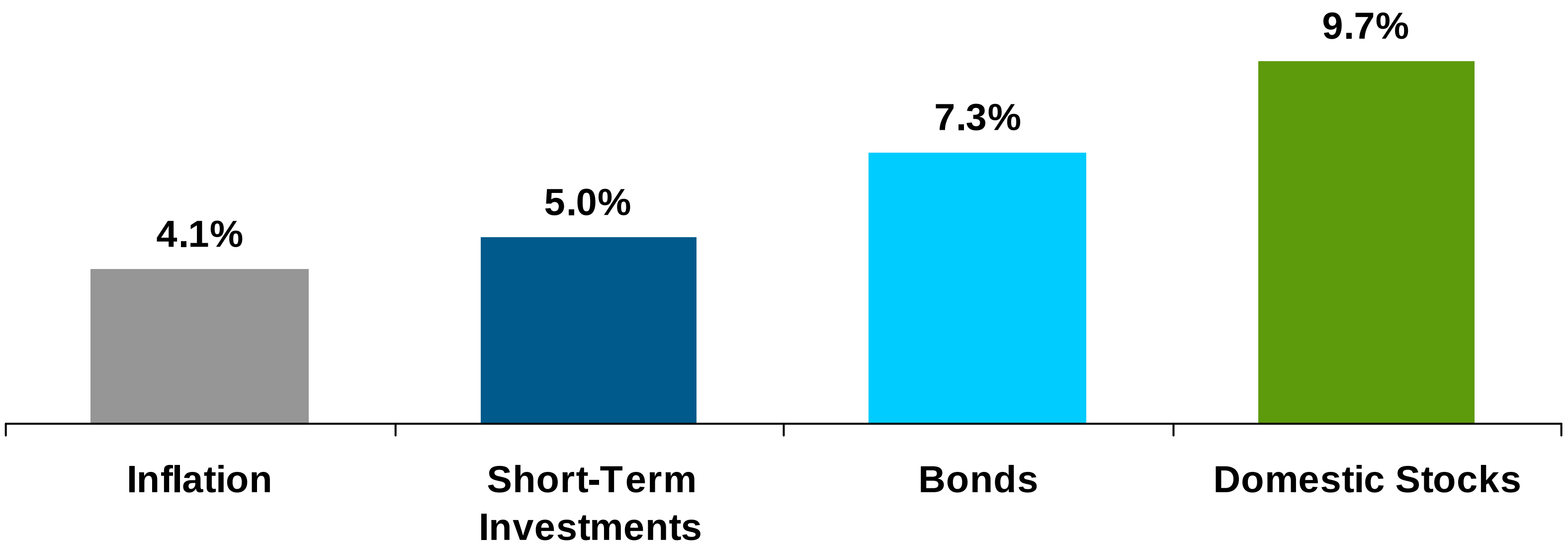
Some thoughts on how to approach it.

- Keep the long-term trend in mind
- Remain invested appropriately for a goal
- Maintain your investment discipline

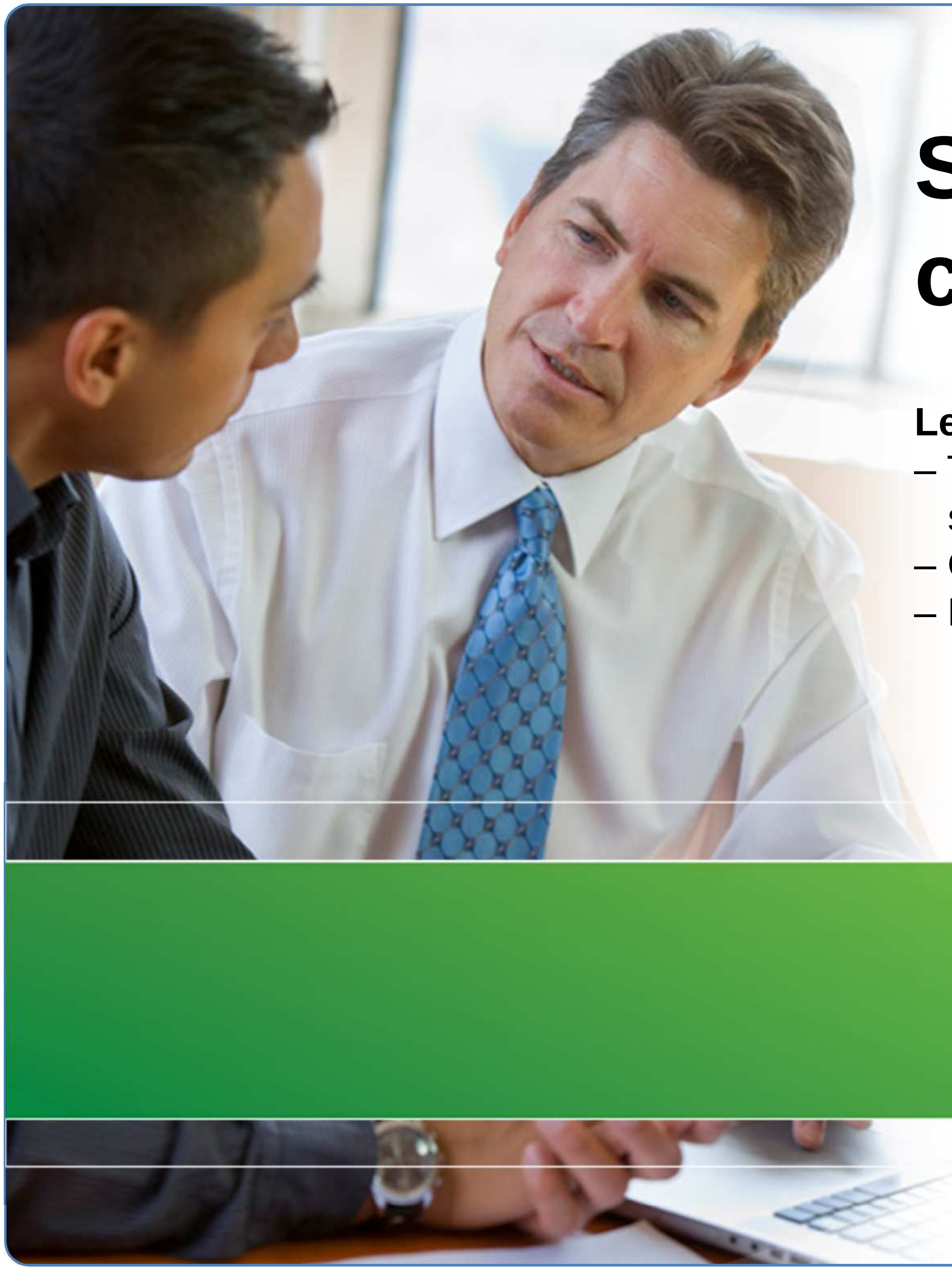
What to Do: Make changes only if there is a major shift in your life, or if your mix shifts 5% to 10% from its target.

Average Annual Return %

1966–2015



Data Source: Ibbotson Associates 2016. This chart represents the average annual return percentage for the investment categories shown for the 50-year period of 1966–2015. Past performance is no guarantee of future results. Returns include the reinvestment of dividends and other earnings. This chart is for illustrative purposes only and does not represent actual or implied performance of any investment option. Stocks are represented by the Standard & Poor's 500 Index (S&P 500®). The S&P 500® a market capitalization–weighted index of 500 common stocks chosen for market size, liquidity, and industry group representation to represent U.S. equity performance. Bonds are represented by the U.S. Intermediate Government Bond Index, which is an unmanaged index that includes the reinvestment of interest income. Short-term instruments are represented by U.S. Treasury bills, which are backed by the full faith and credit of the U.S. government. Inflation is represented by the Consumer Price Index, (CPI) is a widely recognized measure of inflation, calculated by the U.S. government. Stock prices are more volatile than those of other securities. Government bonds and corporate bonds have more moderate short-term price fluctuation than stocks but provide lower potential long-term returns. U.S. Treasury bills maintain a stable value (if held to maturity), but returns are generally only slightly above the inflation rate. You cannot invest directly in an index. **457643.13.0**



Staying the course

Let's explore:

– The importance of setting a long-term strategy
– Guidelines to help you stay on track
– How Fidelity can help

Take the emotion out of it and remember

- Volatility is normal
- Stay mentally prepared for the ups and downs in the market. Keep it in perspective.
- Historically, the long-term direction of the stock market has been upward
- Set your long-term strategy and stay with it

Keep your portfolio in balance

– Revisit your strategy
– Rebalance
– Change the way future contributions are directed
– Exchange your current account balances
– Move small amounts of money at a time
– Make changes if there is a major shift

A Tool to Help: Visit the **NetBenefits Planning tab** to help make sure your investment mix is still consistent with your unique situation. Then make changes—on the spot if you'd like—through the **NetBenefits Change Investments tab**.

Put all you've just learned to work for your future

We will work one on one with you to provide:

- Information about your plan's features and benefits
- Assistance with a range of services from plan enrollment to investment education as well as account consolidation
- Guidance on next steps to help you maximize your workplace savings plan and other retirement savings opportunities
- Assistance with more complex needs including, multi-goal and retirement income planning, charitable giving strategies, and investment management

Contact our **Workplace Planning and Guidance Consultants** for a complimentary consultation today!

Call 877-895-5986

Representatives are available from 8:30 am – 9:00 pm EST

Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

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The **U.S. Intermediate Government Bond Index** is an unmanaged index that includes the reinvestment of interest income.

MSCI EAFE (Europe, Australasia, Far East) Index is a market capitalization–weighted index that is designed to measure the investable equity market performance for global investors in developed markets, excluding the U.S. & Canada.

30 Day T-Bill Index measures the annual total return of a short-term obligation that is not interest-bearing (it is purchased at a discount); can be traded on a discount basis for 91 days.

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